



Real Jobs Rhode Island

Planning Grant Partnership Conference

**RI Department of Labor and Training
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Creating Strong Partnerships

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Division of Workforce Development and Adult Learning (DWDAL)

Building
High-Quality
Employer-Driven Partnerships



The Next Generation

KEY PLAYERS

- Employers
- Community Organizations/Training Providers
- Community Colleges

NEXT GENERATION

- How do we move Forward?
- ASK THE HARD QUESTIONS?
- Challenge the status quo
- Demand results based accountability
- Recognize the urgency of now

INTERMEDIARY'S ROLE

- Convene the key players
- Coordinate activities
- Act as a clearing house of information for everyone involved
- Seek funding to support the work of the group
- Provide reports to funders

STEPS

1. Convene all partners
2. Determine level of jobs to be considered
3. Have employers identify current job openings and leads within the next 12 months
4. Employers identify key elements of jobs
 - ❖ Essential Skills
 - ❖ Technical Skills
5. Determine steps necessary to ensure successful employment
 - ❖ Recruiting
 - ❖ Screening
 - ❖ Training
 - ❖ Placement
 - ❖ Follow-Up

PARTNERSHIPS

- Employers and Trainers determine curriculum
- When and where will the training be offered
- Employer engagement includes interviewing and selection of employees

WHO TO SERVE

Unemployed and underemployed
incumbents

WHAT RESULTS DO WE WANT?

- Qualified pool of candidates ready for employment
- Opportunities for disenfranchised members of the community to participate in employment opportunities

WHAT WILL IT TAKE TO SUCCEED?

- Clearly defined results – answer the question “ we want employees who are...”
- What are the indicators that tell us we have achieved these results – collect the data
- What is the story behind these?
- What works to achieve the results?

STRATEGIC PARTNERSHIPS

STRONG employer partnerships can achieve results through

- ❖ Curriculum Development
- ❖ Employer Surveys
- ❖ Leveraging existing partners
- ❖ Advisory Boards
- ❖ Monthly/Quarterly meetings
- ❖ Identifying employer “champions”
- ❖ Positive program outcomes
- ❖ Opportunities to participate in Training



CHALLENGES

- Pipeline
- Other “Life” Circumstances
- Substance Abuse / Failed Drug Test
- Lack of Discipline
- Transportation
- Keeping employers engaged
- Policy changes needed

REAL

JOBS

Rhode Island